Annual Accountability Report for the Fiscal Year 2003-2004

December 2004

Nova Scotia Advisory Council
on the Status of Women
PO Box 745, Halifax, NS B3J 2T3
Phone: 902-424-8662 / 1-800-565-8662
Fax: 902-424-0573
E-mail: nsacsw@gov.ns.ca
Internet: http://www.gov.ns.ca/staw/

106-05455/

Table of Contents

Accountability Statement 3

Messages from the Minister and Chair 4

Introduction 5

Progress and Accomplishments 7

Budget Information 13

Outcome Measures 14

Supplemental Information and Appendices:

Appendix A - Council Members 28

Appendix B - Council Publications 2003-04 32

Accountability Statement

The accountability report of the Nova Scotia Advisory Council on the Status of Women for the year ended March 31, 2004 is prepared pursuant to the *Provincial Financial Act*, the *Advisory Council on the Status of Women Act*, 1977, c. 3, s. 6(1) and government policy and guidelines. These authorities require the reporting of outcomes against the Nova Scotia Advisory Council on the Status of Women's business plan information for the fiscal year 2003-04. The reporting of the Nova Scotia Advisory Council on the Status of Women's outcomes necessarily includes estimates, judgments and opinions by the Nova Scotia Advisory Council on the Status of Women management.

We acknowledge that this accountability report is the responsibility of the Nova Scotia Advisory Council on the Status of Women's management. The report is, to the extent possible, a complete and accurate representation of outcomes relative to the goals and priorities set out in the Nova Scotia Advisory Council on the Status of Women's business plan for the year.

Minister

Chair

Executive Director

Messages from the Minister and Chair

Message from the Minister

The Advisory Council and staff continued this year to work with women's groups and others to advance fairness, dignity and equality for women in Nova Scotia. Their advice to government on the issues of women across the province has been informative and useful.

Council's reviews of statistical trends on the impact of gender on the spread of HIV/AIDS and on women's paid and unpaid work will no doubt contribute to decision-making in the areas of women's health and well-being. Demand for the new publication on common-law living has been strong, and the use of the Internet to provide this publication reflects Council's increasing reliance on electronic media to disseminate information.

The Council staff met or exceeded all of their outcome measures for the year. I commend them on their contributions and thank them for their work.

Honourable Carolyn Bolivar-Getson
Minister, Status of Women

Message from the Chair

Council has enjoyed another productive year of working with women in all their diversity for the benefit of women in Nova Scotia. Violence against women continues to be important to the women who contact the information and referral service and continues to be a topic that council members hear about.

I am proud of the work the Council and staff have accomplished and continue to enjoy working with the Honourable Carolyn Bolivar-Getson.

Doreen Paris,
Chair, Advisory Council on the Status of Women

Introduction

The content of this accountability report is based on the goals, priorities and outcomes described in the Advisory Council's business plan for 2003-2004. The report describes the accomplishments and progress that the Advisory Council has made in meeting those goals and priorities.

The purpose of this report is to update the public, members of the legislative assembly and the Advisory Council's stakeholders, including women's equality seeking groups and all women in the province, on Council's activities.

The report is structured around the agency's functions -- Policy and Research, Information and Education, and Community Liaison and Rural Outreach -- and the priorities for each function.

Background

The Nova Scotia Advisory Council on the Status of Women advises the provincial government on issues of interest and concern to women, and to bring those issues forward.

The mandate and powers of the Advisory Council on the Status of Women are set out in Section 4 of the *Advisory Council on the Status of Women Act*, which was first passed in 1977. The mandate is:

- to advise the Minister upon such matters relating to the status of women as are referred to the Council for consideration by the Minister;

- to bring to the attention of the Minister matters of interest and concern to women.

The Council's powers are:

- to receive and hear petitions and suggestions concerning the status of women;
- to undertake and recommend research on matters relevant to the status of women;
- to recommend and participate in programs concerning the status of women;
- to propose legislation, policies and practices to promote equality of opportunity and status;
- to publish reports, studies and recommendations.

The Advisory Council keeps women's issues on the agenda of governments. The Minister responsible for the Status of Women appoints 10 to 12 women to the Advisory Council from all regions of the province. Council members stay in touch with women in their communities, identifying opportunities and needs for government action. Diversity is a hallmark of Council membership and action, as the Council seeks to be inclusive of all women in Nova Scotia. Council staff work on policy research, public education, and community awareness building.

MISSION, GOALS AND CORE FUNCTIONS

OUR MISSION

To advance equality, fairness and dignity for all women in Nova Scotia.

OUR GOALS

- To increase the participation of women in all their diversity in decisions that affect their lives, families and communities, with particular emphasis on those who face discrimination because of race, age, language, class, ethnicity, religion, disability, sexual orientation, or various forms of family status.

- To promote women's economic equality.

- To reduce violence against women in communities, workplaces and families.

- To improve the health and well-being of women and their families.

OUR CORE FUNCTIONS

Policy & Research
The Council advises the Minister responsible for the Status of Women on the concerns and priorities of women, and formulates strategies and options to address these. The Council conducts quantitative and qualitative research in consultation with community

groups and government departments to ensure advice is a feasible, relevant, timely and accurate guide to government action.

Information and Education
The Council collects and disseminates information on women's issues to the Minister, Council, staff, and other key stakeholders, including the media and the general public. Through a comprehensive communications strategy, Council informs and influences key stakeholders about issues and concerns affecting women, Council, and government priorities, activities and accomplishments, as well as about opportunities for improvement in addressing women's issues.

Community Liaison & Rural Outreach
Through Council members and fieldwork staff, the Advisory Council brings forward concerns of women from across Nova Scotia, with particular attention to historically disadvantaged groups. Council also partners with communities, organizations, and agencies to advance equality for women in programs and services.

Progress and Accomplishments 2003-04

Core Function: Policy & Research

Priority: Research and policy advice to the provincial and federal governments.

Research supporting our strategic goals was undertaken and shared with the general public as well as with specific government audiences. Council and staff work in partnership with government departments and agencies, as well as a wide variety of non-governmental organizations.

An updated statistical report titled *Women and Families* was produced to continue tracking this fundamental aspect of women's lives. It demonstrated that Nova Scotia's families have changed dramatically over the past 20 years, pointing out the need for policy and program initiatives responsive to the new social realities and risks.

A *Backgrounder on HIV/AIDS* was written to assist the Nova Scotia Commission on HIV/AIDS to take the concerns of women into account in their work. The backgrounder gives an overview of the current situation in Canada and Nova Scotia. The importance of taking gender into account is demonstrated by the fact that HIV/AIDS prevalence is increasing most rapidly among 15-19 year old women, with transmission through hetero-sexual intercourse. This work is continuing with a gender-based analysis of the Nova Scotia Strategy on HIV/AIDS.

Council's Round Table on Women's Economic Security met through the year. Council staff produced *Building Transitions to Good Jobs* on the Round Table's recommendation. The report explores best practices for helping low-income women move to work that is stable and sufficient to support an adequate standard of living. It will be presented to Round Table members in April 2004. That session will develop a dissemination plan, with a primary focus on the government departments affected: Community Services, Education and Economic Development.

Federal, provincial and territorial Status of Women Ministers decided at their September 2003 conference that addressing the issues of aboriginal women is a priority for the forum. Of particular concern to the Ministers is the very high rate of domestic violence and sexual assault in aboriginal communities. In Nova Scotia, discussion with the Office of Aboriginal Affairs will take place to determine collaborative course of action.

Women's Paid and Unpaid Work is the fifth and final report in Council's statistical series *Women in Nova Scotia*. It will be shared with researchers, members of women's equality-seeking organizations, the media and the general public in 2004-05.

A presentation the Advisory Council made to the Prime Minister's Caucus Task Force on Seniors strove to give a gendered perspective on the vitally important topics of poverty alleviation, eldercare, inclusion of elders with disabilities and workforce issues, each of which affects women differently than men. Council's recommendations addressed some of the inequalities women experience across their lifespans which ultimately affect their financial security, health and well-being and full participation as seniors.

Priority: Maintaining Effectiveness of the Advisory Council

Representing the diversity of Nova Scotia women and communities, Council members are an important link between government and women across the province. Their contacts inform the work of Council staff just as they help communicate staff's work across Nova Scotia.

Advertisements were placed in targetted media to recruit for five vacancies. Use of community newspapers allowed council to reach into Mi'kmaq and Acadian communities as well as to Nova Scotia's South Shore and rural areas.

The Advisory Council met formally on five occasions during 2003-04. The outcome of these meetings resulted in direction for the following issues: poverty affecting women and children; changes to the Criminal Code in relation to voyeurism; costs for long-term care of seniors in Nova Scotia; the rights of victims of violent crime; and the rights and responsibilities of common-law partners.

Doreen Paris was elected Chair of the Advisory Council, and will serve until March 31,

2005. During 2003-04, she brought forth the concerns of African Nova Scotian women and women in rural communities, including issues related to housing, disabilities, caregiving, violence, employment, rural transportation, and social assistance.

All Council members were actively involved in their communities and diligently brought the concerns of women to the Council table. Council members were involved in the work of women's centres as well as Interagencies on Family Violence, youth sexual health groups, and transition houses. Several bring their experiences to the Healthy Balance Research Program through its Equity Reference Groups (ERG).

Priority: Healthy Balance Research Program

The Advisory Council has partnered with the Atlantic Centre of Excellence for Women's Health on a five-year exploration of the interplay between women's health and well-being and their paid and unpaid work, including unpaid caregiving. Now into its fourth year, Healthy Balance was funded for $1.7 million by the Canadian Institutes for Health Research. Researchers from several universities are affiliated with the program.

By the end of the fiscal year, the program had made considerable progress in its research agenda, including:

- preparing two papers arising from the Secondary Data Analysis research team, "Taking its Toll: Implications of Paid and Unpaid Work Responsibilities for Women's Well-being" and "Total Packages of Work: Why do Women in Atlantic Canada Report More Hours?"

- sharing "Caregiver Resilience and the Quest for Balance," the report of the focus group research, with members of the Healthy Balance equity reference groups in order to generate ideas for disseminating the findings in these communities

- building research capacity in Nova Scotia through the awarding of scholarships to graduate students and recruitment of a post-doctoral researcher

- creating 14 caregiver portraits, a detailed study of caregivers and care recipients in diverse communities

- developing "Policy Options to Support Dependent Care: The Tax/Transfer System" to add a fiscal dimension to the exploration of caregiving issues

Core Function: Information & Education

Priority: Ensure public awareness of Council accomplishments and positions through appropriate communications plans and actions

Communications planning supported the launch of the publications developed by

through the agency's Community Liaison and Rural Outreach and Research and Policy core functions. News releases and news conferences generated media contact over and above inquiries from reporters representing broadcast, print and electronic media.

An op-ed piece from Council chair Doreen Paris reminded Nova Scotians of the federal government's failure to protect sexual assault victims from cross-examination by their accused and to protect all Canadians from electronic voyeurism. Council and other organizations across the country provided Justice Canada with policy advice on these issues, but the required changes to the Criminal code have yet to be made. The op-ed piece was released in conjunction with the National Day of Remembrance and Action on Violence Against Women, marked each year in Canada on December 6th.

Council's most popular publication, *Making Changes: A Book for Women in Abusive Relationships*, continued to be well-used by the public. In 2003-04, over 35,000 copies (English and French combined) were downloaded from the Council's website and another 4,700 print copies were requested. Council released a revised third edition of this publication in December 2003.

Priority: Provide timely, accurate and useful information about matters of concern to women.

Print media reported 33 times about Council's work in 2003-04. Print and broadcast coverage included topics about women's history, the Council's women in politics workshop in January, treatment of women in university media, women and healthcare, and the Council's statistical publication on women and education.

The increasing prevalence of common-law relationships and widespread lack of awareness of the rights and obligations associated with them led the Advisory Council to partner with the Legal Information Society of Nova Scotia and the Nova Scotia Senior Citizens Secretariat to produce a guide for women in common-law relationships. The publication, And they Lived Happily Ever After, which was published in French and English in February 2004. It was downloaded from the web site 892 times between publication and the end of the year, about a month later and 1,274 copies were distributed.

The Advisory Council's resource centre published 14 NewsBytes, its electronic news letter, which communicates bi-weekly with 332 subscribers.

Core Function: Community Liaison & Rural Outreach

Priority: Increase women's leadership and participation in public affairs

Council's successful series of workshops on women's political involvement was completed with a final workshop held in Halifax in January 2004. Successful politicians, including Status of Women Minister Carolyn Bolivar-Getson, Sheila Fougere, community activist Stephanie Hunter, Alexa McDonough, Diana Whalen and political researchers from Dalhousie university shared their experiences and knowledge with more than 50 women, many of whom said the event increased their interest in running for office. The workshops were very successful and participants rated them highly. The vast majority of participants rated the main components of the workshop as either useful or very useful. Nearly all participants indicated they would recommend the workshop to others and said they would be interested in attending additional and more in-depth workshops on women and politics.

Minister Bolivar-Getson and the coordinator of regional services attended a campaign school in British Columbia to gain insight into delivering such a program. Holding a campaign school in Nova Scotia would be a natural next phase in working to increase women's leadership and participation in public affairs.

Council also updated *Votes for Women: A Political GuideBook for Nova Scotia Women* and released it in 2004-05. This how-to guide for women who are interested in running for elected office in municipal, provincial, and the federal governments.

Council staff also provided resource and information support to a municipality with a view to promoting and supporting women in municipal politics and supported the launch of Women Matter! Women Vote! campaign by Feminists for Just and Equitable Public Policy.

Priority: Address strategic goals through projects with community, government and academic partners

The under-representation of women in trades and technology remains an issue. Council partnered with the Amherst Career Resource Centre and Canadian African Nova Scotian to have non-traditional career workshops in three high schools. Council also partnered with Skills Canada and NSCC (Kingstec) to ensure that young women from rural areas could attend skills training workshops at Kingstec.

The Advisory Council continues to work with organizations such as Hypatia and Techsploration, whose aim is to increase the number of women working in these non-traditional areas. Techsploration, a program aimed at grade nine students, expanded

across the province this year and was offered in 16 Nova Scotia schools, with 98 participants. The Advisory Council continues to provide advice and support to the Steering Committee as well as the Program Expansion Committee of this valuable program.

A Heritage Tea for African Nova Scotian women from the Amherst area was held in March 2004 to mark African Heritage Month. Forty women registered. As a follow-up to the Heritage Tea, planning has begun on a 30-minute video to be produced in partnership with Eastlink and the Cumberland African Nova Scotia Association. The video will chronicle the oral histories of Black women from Cumberland County.

Council marked International Women's Day through three events, in particular, the Celebrating Women concert held in New Glasgow. Council staff worked with staff of the Pictou County Women's Centre and Tearmann House, the transition house serving northern Nova Scotia as well as other community volunteers to organize the event.

A Women's History musical event was held in Bridgetown to honour and recognize a life time of achievement by Frances Mills-Clements. Follow-up work to promote a bursary named for Ms. Mills-Clements is underway. A web site is being designed and a foundation board is being established.

A luncheon in Amherst highlighted the lives of Acadian women, in anticipation of the Congrès Mondiale Acadien. The fieldworker partnered with Lawrencetown Women's Centre to host a luncheon and panel presentation, which more than 200 women attended.

Council participated in the opening of the annual conference of L'Association des Acadiennes de la Nouvelle-Écosse, providing message from chair and assisting in obtaining Heritage Canada funding. A presentation from Team Acadie resulted in heightened interest in Council membership from L'Association des Acadiennes.

The fieldworkers planned and held two workshops on the exploitation of women through technology, particularly the internet. Both workshops were well attended, with representatives of police, court workers, and women's organizations.

The Advisory Council continued to play a role on the SCI Field Teams (Annapolis-Fundy and Bras d'or Lakes) as well as the Coordinating Committee. Participation ensures that the inclusion of women and issues affecting women are brought forward in field team and coordinating committee planning. Issues relating to gender, culture and social inclusion must be fully incorporated into the work of SCI.

Budget Information

Estimated Budget Expenditures			
	Forecast 2003/04	Budget 2003/04 (Per 2003/04 Estimates Book)	Actual 2003/04
	$Thousands	$Thousands	$Thousands
Total Program Expenses - Gross Current	766.8	756.0	730.1
Net Program Expenses - Net of Recoveries	741.0	756.0	709.0
Salaries and Benefits	488.8	498.9	486.2
Funded Staff (FTEs)	7.8	7.8	7.8

Performance Measures 2003-04
Nova Scotia Advisory Council on the Status of Women

Council Members' Self-Rating of Participation in Community

One of the Advisory Council's three core business areas is policy and research. A desired outcome within this area is the sustained effectiveness of the Advisory Council which is achieved by supporting members' active engagement in their communities to enable them to bring forward the concerns of women to relevant policy audiences.

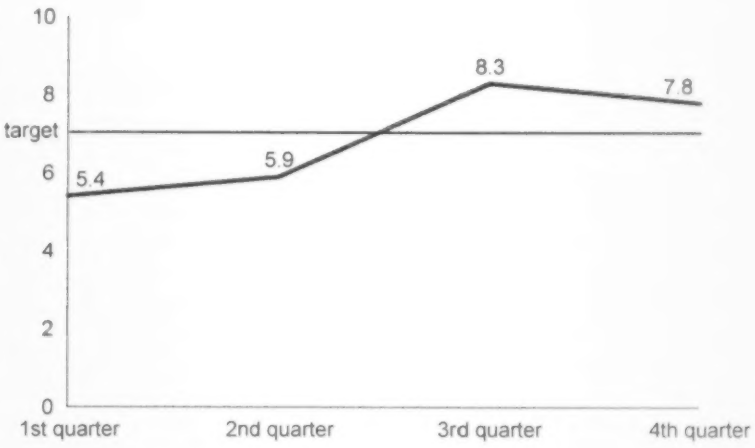
What does the measure tell us?

The Council members' self-rating of participation in the community is a quarterly administered self-rating which ranges from 1 (was not able to do any Council-related work) to 10 (did Council-related work at least once a week). Scores are averaged across all Council members for each quarter of the fiscal year. Higher scores are indicative of a more active, vibrant Council with members who are dedicating a significant amount of personal time to the concerns of women in the province and who know the needs of the women they are serving.

Where are we now?

Council member self-ratings showed some fluctuation in 2003-04 with ratings increasing in the second half of the fiscal year as newer members continued to gain experience, knowledge, and ease with their roles. Average self-ratings, though slightly below target in the first half of the fiscal year, increased to 8.3 and 7.8 (out of 10) in the second half of 03-04.

Average Advisory Council Member Self-Ratings, 2003-04



Source: Nova Scotia Advisory Council on the Status of Women

Where do we want to be?

Average Council member self-ratings met or surpassed our target for 2004-05 in the last two quarters of the 2003-04 fiscal year. Although there is likely to be some fluctuation as new members are introduced to Council (eg., June, 2004) it is expected that we will continue to meet or exceed our target of 7 out of 10 for the coming fiscal years.

Ministerial Satisfaction with the Work of the Advisory Council

Ministerial satisfaction with the work of the Advisory Council was **high** for 2003-04.

Council Website Visits

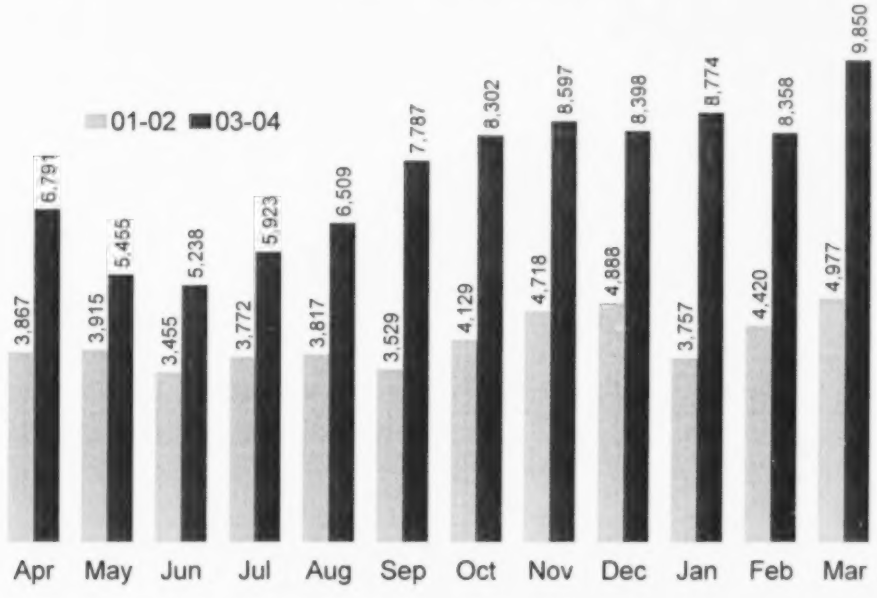
Information and education is another of the Advisory Council's three core business areas. A desired outcome within this area is the public's awareness of Council initiatives and work.

What does the measure tell us?

Tracking the Council's website utilization gives us an idea of the popularity of the Council's work, including its briefs, statistical publications and other informational documents, which the Council is increasingly making available to the public in electronic format. Consistently high Council website usage indicates a consistently strong public interest in and demand for the Council's work.

Where are we now?

Advisory Council Web-Site Usage (pageviews)
2001-02 and 2003-04



Source: Nova Scotia Advisory Council on the Status of Women

In 2003-04, the Advisory Council's website had 89,982 visits, an increase of 83% over the 2001-02 fiscal year. Though some fluctuation was evident in the monthly number of website visits, the overall fiscal year, as in past years, continued to show an upward

trend. For example, the average monthly number of website visits for the first quarter of the 03-04 fiscal year was 5,828 and for the last quarter was 8,994.

Where do we want to go/be in the future?

Our target for this measure was to exceed 50,000 website visits by 2004-05. As we have already surpassed this target in the both the 02-03 and 03-04 fiscal years, we have revised our target for 2004-05 to 70,000 website visits. We do not anticipate having any difficulty attaining this goal.

Information and Referral Requests

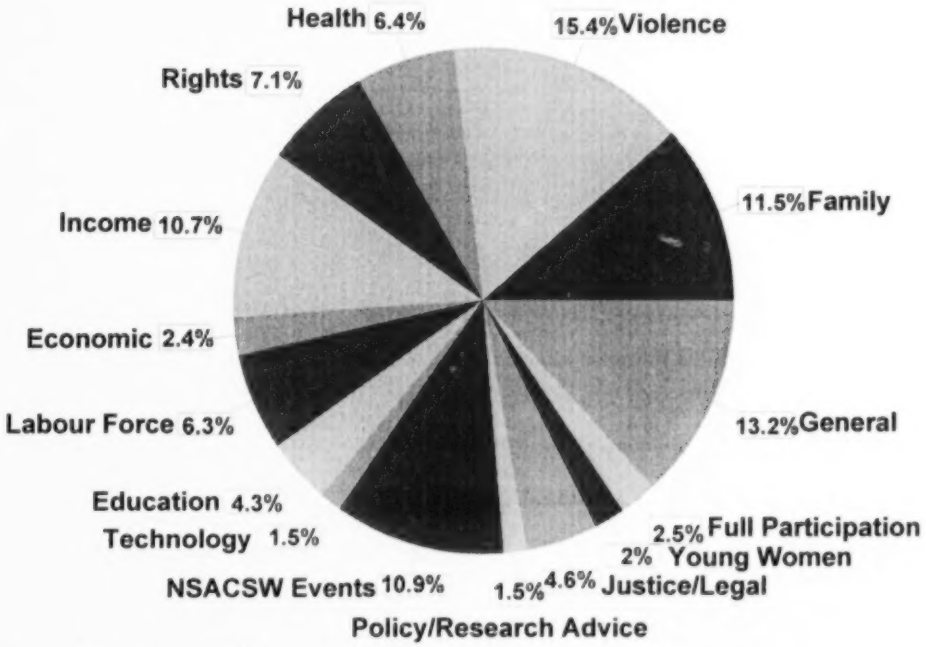
Another desired outcome within the core business area of information and education is the public's awareness of Council's services.

What does the measure tell us?

Tracking and analysis of the information and referral requests made to Council staff by the public gives us a sense of the public's level of awareness of the information and referral services that the Advisory Council provides. Because staff keep track of the topic areas of these requests, we can also get a sense of the types and variety of issues that are of concern to the women we serve. The statistics collected also allow us to determine who is making the most use of Advisory Council services, what types of requests people are making, the types of actions taken by staff to address the requests and staff satisfaction with the action provided.

Where are we now?

Subject Area of Requests made to Advisory Council, 2002-03



Source: Nova Scotia Advisory Council on the Status of Women

In 2003-04, 1,253 persons made a total of 1,434 requests for information to Advisory Council staff. The requests made resulted in 1,759 actions taken by staff. The subject area of requests was varied but requests related to violence, family, income/income support and Advisory Council events accounted for close to half (48.48%) of all requests (see figure immediately above). Staff were **satisfied** with the actions they took in response to public requests 88% of the time, **somewhat satisfied** 11% of the time, and **not satisfied** only 1% of the time.

Where do we want to go/be in the future?

Our 2004-05 target for this measure was 2000 requests for information and referral from the public. For the past two years, the number of requests for information and referral have been lower than in the past. The decline in the number of requests may have been influenced by the closure of two of the Advisory Council's field offices in recent years as well as the public's increasing reliance on the Internet and the Council's website to obtain information.

Media Coverage of Council's Work

Another desired outcome within the core business area of information and education is the print media's coverage of Council initiatives, events, and work in general.

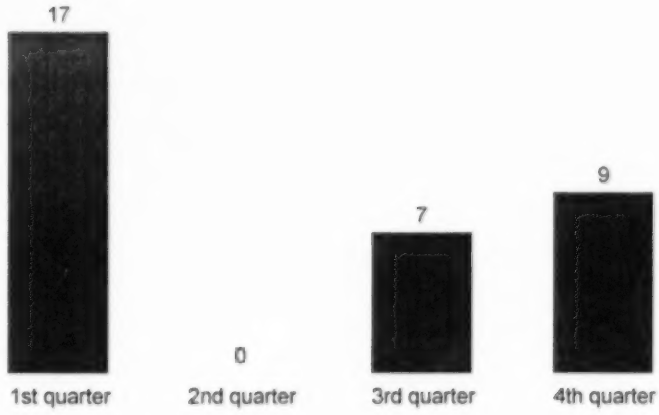
What does the measure tell us?

Tracking the print media's coverage of the Council's work provides us with a sense of the Council's public image. A consistently strong interest in the Council's work on the part of the media is consistent with a stronger public image and increased public recognition of the Council's work and initiatives.

Where are we now?

Print Media Coverage of Council's Work
2003-04

In 2003-04 there were a total of 33 print media stories published that related to the work of the Advisory Council. Although there was substantial month-to-month variation in the number of media stories published (ranging from no stories in July, August, September and November to 9 stories in May). There was an average of close to 3 print media stories per month.



Source: Nova Scotia Advisory Council on the Status of Women

Where do we want to go/be in the future?

Our target for this measure for 2004-05 is a minimum of one print story per month. We do not anticipate having any difficulty meeting this target.

Use of Advisory Council Publications

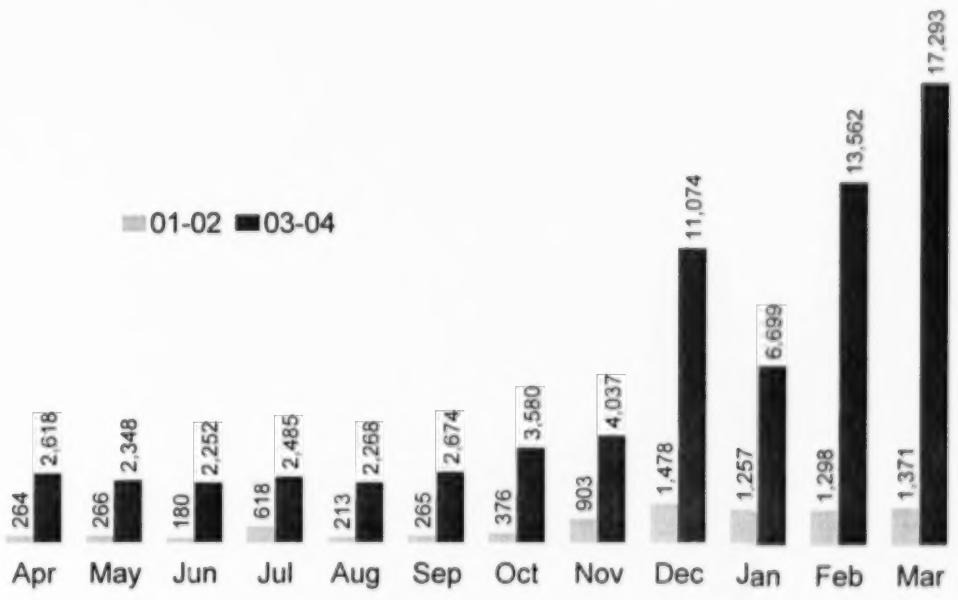
Another desired outcome within the core business area of information and education is the public's support for and level of usage of the Council's work.

What does the measure tell us?

Tracking the public's use of Council publications, both printed copy and electronic format, gives us an idea of the popularity of the Council's published work, including its briefs, statistical publications and other informational documents. Consistently high demand for Council publications indicates the public's interest in and satisfaction with the published work of the Council, analogous to the media's use of circulation figures. Tracking the distribution by publication allows us to know how popular particular publications are.

Where are we now?

Advisory Council Publications (PDF files)
Downloaded from Web-Site, 2001-02 and 2003-04



Source: Nova Scotia Advisory Council on the Status of Women

As can be seen in the figure immediately above, the number of publications downloaded from the Advisory Council's website continues to increase. In total, 70,890 publications (PDF files) were downloaded from the Council's website in 2003-04. This represents a

735% increase over the number of downloads in 2001-02 and a 225% increase from the number of downloads in 2002-03. Additionally, another 6,000 hard copies of publications were distributed to meet the requests of the public.

By far, the Council's most popular publication was *Making Changes: A Book for Women in Abusive Relationships* (3rd edition, revised), with 35,664 PDF copies downloaded and another 4,673 paper copies distributed in 2003-04.

Consistently high demand was also evident for the Council's policy and research publications (such as its statistical publications *Money Matters*, *Family Matters*, *Family Violence & Personal Safety*, and *Learners & Teachers* as well as its various briefs, backgrounders and reports) with close to 16,000 PDF copies downloaded in 2003-04.

The importance of the Council's website in improving the public's access to council information can hardly be over-stated. The number of research and statistical publications downloaded, for instance, exceeds the number the Council could typically afford to make available in hard copy. Thus our information and outreach capacity is enhanced in a highly cost-effective manner.

Where do we want to go/be in the future?

Given the higher than estimated demand for Council publications last year (02-03), we increased our target for this measure from 5,000 to 25,000 downloads. This year, the number of Council publications downloaded and/or requested, once again, far exceeded our target of 25,000. Given that the Advisory Council had close to three times this many publications downloaded/requested in 2003-04, targets for 2004-05 should be changed to 50,000 requests for/downloads of Council publications.

Women's Political Participation Workshop
Enrolment and Effectiveness

Community Liaison and Rural Outreach is another of the Advisory Council's three core business areas. A desired outcome within this area is the increased participation of women in public affairs.

What does the measure tell us?

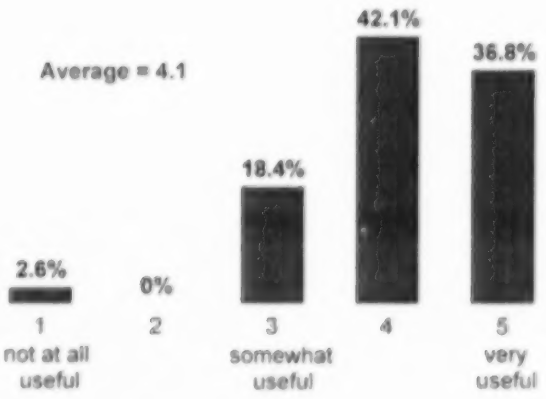
A series of workshops designed to attract more women to political life was offered by the Advisory Council over the course of the 2001-02, 2002-03 and 2003-04 fiscal years. The level of demand and interest in the workshops was assessed by the number of women enroled. The effectiveness of the workshop was measured in a number of ways. Participants completed a workshop evaluation form where they were asked to rate the utility of the various workshop components. Participants were also asked to indicate their **current** level of political participation and, upon completion of the workshop, were asked to predict their **future** level of political participation in four political domains (community, municipal, provincial, and federal).

Where are we now?

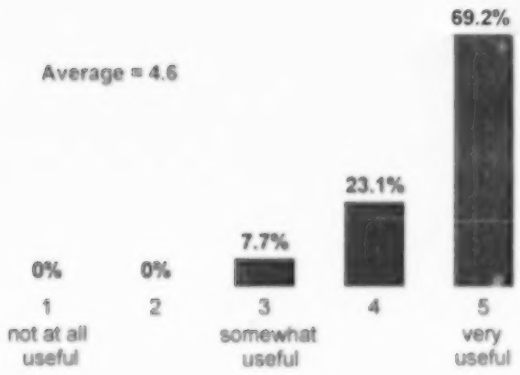
In total, 40 women participated in the final workshop offered by the Advisory Council which was held in Halifax in 2003-04. Workshop participants were asked to rate the utility of the workshop on several dimensions. In each case, participants used a 5-point scale where 1 = not at all useful, 3 = somewhat useful, and 5 = very useful.

Usefulness of Presentation on Agencies, Boards, and Commissions

36.8% of participants rated the presentation on Agencies, Boards, and Commissions as very useful (5 out of 5), 42.1% rated it as useful (4 out of 5), while another 18.4% of participants found this component of the workshop to be somewhat useful (3 out of 5). Only one participant gave a rating under 3. The average rating for this workshop dimension was 4.1 out of 5.



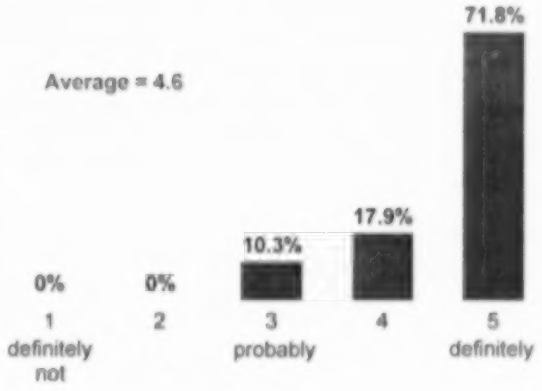
Usefulness of Panel Presentation



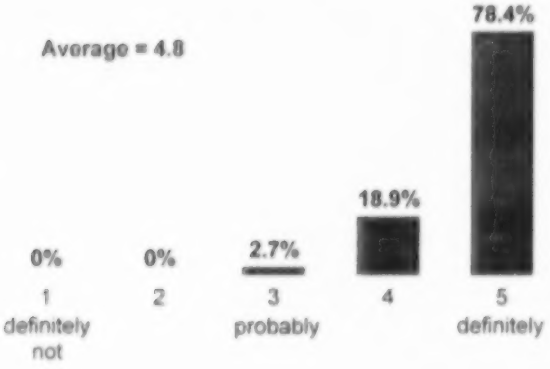
The majority of participants (69.2%) rated the panel presentation as very useful while another 23.1% rated it as useful. Only 7.7% of participants rated this component of the workshop as somewhat useful and no participants indicated a rating less than 3. The average rating for this workshop dimension was 4.6 out of 5.

Recommend Workshop to Other Women?

Workshop participants were also asked whether they would recommend the workshop to other women. The majority of participants (71.8%) indicated that they would definitely recommend the workshop, 17.9% of participants said they would likely recommend it, while 10.3% indicated they would probably recommend it. The average rating for this item was 4.6 out of 5.



Interested in Other Workshops?



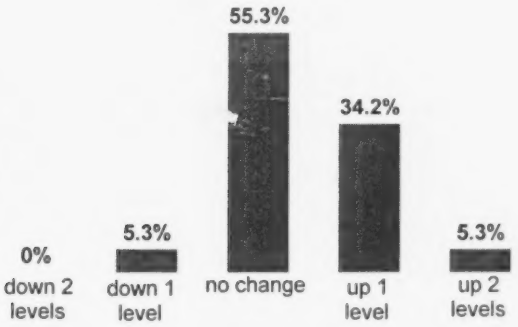
The final workshop evaluation item asked participants whether they would be interested in attending other workshops on women's political participation. The majority of workshop participants (78.4%) indicated that they would definitely be interested in future workshops. Another 18.9% said they would likely be interested and 2.7% said they would probably be interested in other workshops. The average rating for this item was 4.8 out of 5.

At the beginning of the workshop, participants were asked to indicate their **current** level of participation in four domains of political life: community, municipal, provincial, and federal. For each domain, participants rated their level of involvement according to the following scale:

- leader
- active involvement
- occasional involvement
- no involvement

At the end of the workshop, participants used the scale above to rate their expected **future** level of political participation. Difference scores were calculated by subtracting the current participation level from the expected future participation level for each political domain. Results from the four workshops conducted in 2002-03 indicated the following:

Community Politics

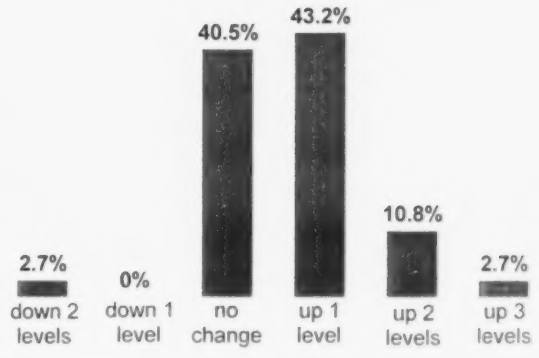


34.2% of participants indicated that their participation in **community** politics would increase by one level in the future and another 5.3% indicated their participation would increase by two levels.

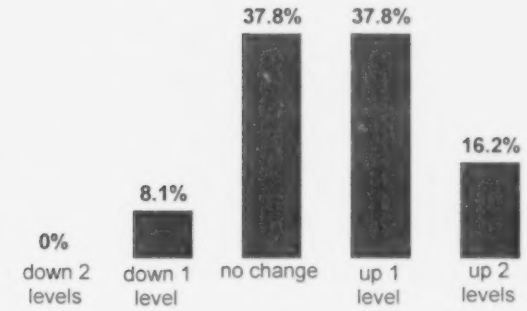
Source: Nova Scotia Advisory Council on the Status of Women

Municipal Politics

43.2% of participants indicated that their participation in **municipal** politics would increase by one level in the future, 10.8% indicated their participation would increase by two levels, and 2.7% (one participant) indicated their involvement in municipal-level politics would increase by three levels.



Provincial Politics

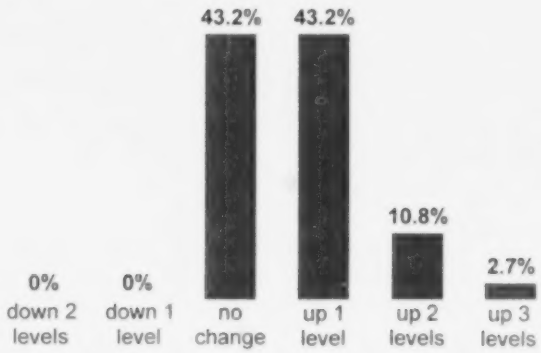


Source: Nova Scotia Advisory Council on the Status of Women

37.8% of participants indicated that their participation in **provincial** politics would increase by one level in the future and another 16.2% indicated their participation would increase by two levels.

Federal Politics

43.2% of participants indicated that their participation in **federal** politics would increase by one level in the future, 10.8% indicated their participation would increase by two levels, while 2.7% (one participant) indicated their participation in federal politics would increase by three levels.



Source: Nova Scotia Advisory Council on the Status of Women

Where do we want to go/be in the future?

The Halifax workshop on women and political participation was the last in the series of workshops offered by Council. The next phase of this work will entail developing and holding a campaign school for women interested in entering the world of electoral politics. The Campaign School for Women will be held in November, 2004.

Supplemental Information and Appendices

Appendix A - Council Members

Biographical information is current for the reporting period.

Cape Breton Region

Patricia LeBlanc is a resident of Sydney with extensive community involvement. As a woman with disabilities, she has been active in promoting the inclusion of people with disabilities. Ms. LeBlanc has served on the board of Community Involvement of the Disabled holding various executive positions on the board over the years. She has also served on the board of the Nova Scotia League for Equal Opportunities. She initiated the start-up of the ACE Bowling League, the first bowling league for persons with cross-disabilities. Ms. LeBlanc represented post-secondary Nova Scotian students with disabilities on the board of directors of the National Education Association of Disabled Students from 1990-1994 and also served a two-year term on the Nova Scotia Advisory Council on the Status of Women from 1996-1998 (Patricia Flynn). Over the years she has worked as a bookkeeper, researcher, office supervisor and as an enforcement officer/case aide. Ms. LeBlanc is working on a Bachelor of Business Administration from the University College of Cape Breton.

Rita Warner is a resident of Cape Breton with extensive career experience and community involvement. For the last 25 years she has held a variety of positions with such organizations as Inverness County Recreation & Tourism, Statistics Canada, MacDonald Hall in Inverness, and the Women Aware Women's Centre in Port Hawkesbury. Ms. Warner is skilled in program design and administration; project/group facilitation; and promotions. She has been an active volunteer for a myriad of community organizations including Women Aware, the Women's Reference Group to the Labour Force Development Board, Violence Against Women, Inverness County Literacy Board, the Purple Ribbon Campaign and the Nova Scotia Tourism Association.

Valley/Fundy Region

Candy J. Palmater is currently a resident of Centre Rawdon and was born and raised in northern New Brunswick. Her father is a member of the Eel River Bar band, but Candy grew up off reserve. Candy was called to the Nova Scotia Bar in 1999 and has practiced both Aboriginal and labour law. Upon graduating from Dalhousie Law School, Candy became the first Aboriginal valedictorian of a law school in Canada. She also received the Eunice W. Beeson memorial prize, awarded to a female in the graduating class who is outstanding in the areas of academic excellence, contribution to student life, and character. Candy is active on many boards and organizations including Big Brothers Big Sisters, Junior Achievement - Economics of Staying in School program, the Indigenous Bar Association, and the National Association of Women and the Law, to name a few. She is also Vice-chair of the Canadian Bar Association's Aboriginal Section and chair of the Continuing Legal Information Society's Communications committee. Before attending law school, Candy had a successful career in Human Resources at Dalhousie University. Candy has been providing training in Aboriginal issues for more than a decade. She has provided training to Provincial and Military police, as well as RCMP. She has lectured extensively throughout Canada on Aboriginal legal, education and employment equity issues. Candy has also volunteered her time speaking with students of all ages about her culture and education.

Sonja Power is a resident of Amherst and is a Correctional Officer with Springhill Institution in the Maximum Security Women's Unit. Currently, she is the President/Chair of the Board for the Amherst Association of Healthy Adolescent Sexuality and is an active member of the Springhill Institution's Women's Committee. Ms. Power has extensive volunteer experience in the corrections, victim support and healthy living areas. Ms. Power has held a number of term positions over the years as a counsellor, outreach coordinator, wellness coordinator and project assistant with organizations of particular interest to women.

Highland Region

Doreen Paris (chair) of New Glasgow was employed with the Extension Department of St. Francis Xavier University. She is active in the Pictou County Women's Centre, and past president of Tearmann Society for Battered Women. She was provincial president of the African United Baptist Association Women's Institute, and received certification as a Black legal advocate. In August, 2002, Doreen became moderator of the African United Baptist Association (AUBA), the third woman to hold this office in AUBA's 150-year history. Doreen's contributions to her community have been recognized by the New Glasgow Volunteer of the Year Award and the YWCA Women of Distinction Award. Ms. Paris also represented the Highland Region from 1994-1998.

Mary Elizabeth (Liz) Chisholm grew up in Antigonish and graduated with a B.A. and B.Ed. from St. Francis Xavier University. She also has a diploma in Special Education from Acadia University and has taught at Dr. John Hugh Gillis Regional High School in Antigonish for the past 20 years. Liz is very involved in her community, her church, and in political life, having run as a candidate in two provincial elections. She is the proud mother of 5 daughters and is grandmother to 7 granddaughters.

Central Region

Linda Carvery, of Halifax, is an accomplished performer/singer and entrepreneur with interests in the community, economic and social development. She is Executive Director of the African Nova Scotian Training Centre. Ms. Carvery has spent many years working in the community, particularly with persons with disabilities and families in crisis. She received an Honorary Doctorate of Letters from Mount Saint Vincent University in 1998.

Mary Hamblin is currently the Director of the MBA Program at Dalhousie University. Prior to this she has held a number of positions including Ombudsperson - Dalhousie University, Executive Director of Planned Parenthood Nova Scotia, and Communications Teacher, Nova Scotia Community College - Bridgewater Campus. She is also a writer and business strategy consultant. Ms. Hamblin has a long time interest in women's issues having served on a number of associations and boards, including the Women's Health Education Network Board.

Nancy Leaman started her first business in Liverpool, NS at the age of 17. She is a licensed cosmetologist and she has been active in community based, business and social organizations. Winds of Change Society is one of her favorites: in 1996, she enjoyed the challenge of playing the male role of Che in world-renowned Evita. Nancy is a creative person at heart but has continued to pursue her education and career in business. She has taught bookkeeping for small business and has helped people with business computer systems, as well as their dreams of becoming an entrepreneur. She has served on the Board of Directors for South Shore Opportunities Agency, South Queens Chamber of Commerce and Winds of Change. She has also served as the Chairperson for the Seaside School Trustees and as a Member of School Advisory Council for the Dr. J. C. Wickwire Academy. She has recently become a single parent and resides with her two sons Solomon and Schuyler.

Appendix B
Council Publications 2003-04

And They Lived Happily Ever After: Rights and Responsibilities of Common-law Partners

Et ils vecurent heureux jusqu'à la fin des temps : droits et obligations des conjoints de fait

Women and Families in Nova Scotia

Votes for Women: A Political Guidebook

Women and Elected Office in Nova Scotia -- fact sheet

Cumberland County Women's Resource Directory

Response to Bill C-22 an Act to Amend the Divorce Act

Building Transitions and Highlights document

Making Changes, third edition (revised)

Changer pour le mieux: Un livre pour les femmes victimes de violence 3ieme edition revisée

Revised Fact Sheet on Woman Abuse, 2003 (December, 2003)

Gender and HIV Backgrounder

Plan of Action (Business Plan) for 2003-04 (April 2004)